

Faculty Senate Minutes

Monday, October 01, 2018

SU 313, 4:00-5:30p

Present: Melissa Anderson, Paul Condon, Brian Fedorek, Andrew Gay, Marianne Golding, Justin Harmon, Cynthia Hutton, Dennis Jablonski, Laurie Kurutz, Charles Lane, Jesse Longhurst, Tiffany Morey, Anna Oliveri, Aprille Phillips, Dominick Robertson, Mark Siders, Chad Thatcher, Maggie Vanderberg, Precious Yamaguchi, and Elizabeth Whitman (for Deborah Brown)

Absent: Deborah Brown

Guests: Linda Schott, Susan Walsh, Lee Ayers, Larry Shrewsbury, and Karen Stone

Meeting called to order at 4:01 pm. Gay welcomed new senators and noted that the senate is still short a few senators for fall term vacancies, including 1 representative from STEM, 2 from OCA, and 1 from HC.

Approval of Minutes from June 4, 2018

- Golding noted that the Committee on Committees report was not included. Kurutz moved to approve the minutes from the June 4 meeting with the addition of the Committee on Committees report. Robertson seconded the motion. This motion passed with all in favor, Whitman abstaining.

President's report: Linda Schott

- Enrollment picture has not really gotten better since breakfast, down a little over 5% FTE from last year, 3% from year before
- Number of first years is down, and we are still processing what it means and taking it seriously. We will have a measured response with a need to have savings somewhere and invest where wise.
- Fund balance is a little more than projected at about 11%
- A summit for the whole campus on how we recruit and market would be useful, and would allow us to share ideas
- Good news: Degree completions were up 6.7%, with master's degrees up 2.6%. This is a part of the enrollment decline, but we do get extra funding based on completions.
- Walsh chairing search for VP for Enrollment Management and Student Affairs

- Alma Rosa Alvarez and Sabrina Prudhomme are chairing search for Chief Diversity Officer, and the committee is being put together with the plan to launch the search before the holidays.
- There was a board retreat last Thursday evening and Friday welcoming new trustees. First topic for the retreat was Equity, Diversity, and Inclusion with an introduction for the whole board and a good discussion. Another topic was town-gown relationships. The board wants to work on this and there will be places where faculty may get involved. Stay tuned.
- Golding asked about the Peace Flame and what it will mean. Schott responded that it will depend on what we do with it. Maybe an annual conference?
- Lane asked if there was anything odd in the number of students who paid deposits vs the number who enrolled. Schott responded that California enrollments were down and a lot of students who paid deposits did not enroll. Maybe they were hedging their bets, but then got into another school and went there.
- The next state legislative session will include a recommendation of \$40 million for public education, but that falls far short of the 130 million needed to stay even. This is an opportunity for those who are politically-minded to get engaged in advocating for higher education.
- Thatcher asked if the trends in enrollment are part of the growth in the job sector, and if the university can positively sustain growth every year. Schott responded that the university needs to figure out what is sustainable looking at demographic and economic trends. Are there programs we should be offering? We can't keep growing every year, but we don't yet know what is sustainable.

Provost's report: Sue Walsh

- Walsh spoke about the previously mentioned search for the new VP for Enrollment. The university is working with Dr. Sona Andrews from Summit Search Solutions which is offering a suite of services for less than they would normally charge. Andrews met with search chairs and everyone appreciated what she brings. They hope to have candidates visit in late November. Schott added that she hoped faculty would be able to attend the talks by all candidates even if they fall at a busy time.
- An economic development specialist is going to meet with Division Directors and Max Brooks to talk about economic and other issues and how they affect enrollment.
- Directors read *Becoming a Student-Ready College* over the summer. That's a model that's important for us to embrace. We're doing a lot around high impact practices, re-imagining the first year, and more. There's a lot we can do around belonging, communication, bounce-back messages from faculty, and other practices.
- Chairs and Directors met twice over summer and are looking forward to a good year, especially with SD1.

ASSOU report: Andrew Gay (for Alexis Phillips)

Gay read a letter from ASSOU President Phillips. There will be a special election to remove the children's center fee. ASSOU is working on a voter registration drive and are teaming up with OSPIRG on that. They hope to fill seats on the Student Senate.

Advisory Council: Marianne Golding

- Advisory Council needs a representative for fall term to fill Marc Koyack's seat. Jason Catz is seeking a faculty representative for policy council.
- Advisory Council discussed the need to clean up bylaws.

Committee on Committees: Marianne Golding

- DEHL and OCA members are needed for University Studies. Let Dale Vidmar know if there is a change in the committee members.
- The Committee on Committees needs better communication when someone leaves/joins a committee. Any changes should be communicated with Golding, Yamaguchi, or Condon, who are the members of the committee.
- Financial Aid needs 3 more people. Contact Jane Picknell if you can serve on this committee.
- Otherwise committees are full!

Issues of Concern in the Constitution & Bylaws: Andrew Gay

- There are several bylaws that need attention and amending, including 1.214, 1.215, and 1.222 that deal with elections. We are down a few senators due to sabbaticals, course conflicts, and other issues. The bylaws require a special election for anything one full term or greater, but the practice has been to have one-term-only vacancies filled by substitutes chosen by the senator. Shall we change the by-laws to reflect this practice? Discussion ensued. The Constitution Committee will draft a change to be discussed at a future meeting and senators will discuss this in their divisions.
- There have also been inconsistencies in the way Division elections have been handled. Sometimes no formal election takes place, sometimes programs choose senators, but this is not what the bylaws require. A proposal was made for the Elections Committee to run all Division elections for the Divisions, with the nominees supplied by the divisions/programs. Discussion ensued about the pros and cons of this approach. The Constitution Committee will draft a change to the bylaws to be discussed at a future meeting. Senators will discuss this with their faculty. Also discussed: should there be a senator-elect process?
- The language around terminal degrees in 5.231 and 5.232 in the bylaws could also use some cleanup. There are inconsistencies in what's there. The Constitution Committee will also work on this language so that it can be discussed at a future meeting. Senators should go back to their faculty and discuss these particular bylaws and make sure they are correct. Siders asked if programs could use this opportunity to change the terminal degree required, and Walsh responded that this issue really affects a very small number of programs and for most programs the terminal degree will remain the PhD.
- In bylaws .531 and 1.311 there is an inconsistency in whether the Faculty Senate has a Vice-Chair or a Chair-Elect. Gay feels that it is an advantage for the Chair to have a year to sit on the Advisory Council and prepare before becoming Chair, so it may be a good idea to change the bylaw that refers to a Vice-Chair. Senators discussed the history of how this inconsistency came to be and the value of Chairs-Elect, Chairs, and Past-Chairs all sitting on Advisory Council. President Schott raised the question of whether

the senate should consider the value of experienced senate chairs continuing in their role. Gay noted that by going back to a Chair-Elect model, there will always be three years of service on advisory council with overlapping experience and support between (Chair-Elect, Chair, and Immediate Past-Chair. The Constitution Committee will write a proposal to be discussed at a future senate meeting.

- According to bylaw 5.351, term-by-term faculty are reviewed no later than every 3 years or 45 credits. This is felt to be unfair to both students and term-by-term faculty. Changing this bylaw to more frequent review could be burdensome to chairs, but it doesn't necessarily have to be chairs doing the review. Walsh noted that programs already can do more review if they want to, just not less. Discussion of how often review should be done of term-by-term faculty ensued and the logistics of review for non-consecutive term appointments were discussed. Schott noted that addressing this issue goes to the core of our commitment to students. Stone noted that if the chair is not going to do the review, that bylaw will also need to be changed. The Constitution Committee will draft a change to the bylaws to be discussed at a future meeting. Senators will discuss this with their faculty.
- Bylaw 5.250 addresses student evaluations, and Gay suggested that rethinking them would be in alignment with SD4. They are not reliable and can be biased. Discussion of evaluations ensued. Schott applauded the discussion, noting that how we give students a voice in a meaningful way is really important, and affects the fair treatment of employees as well. Schott also suggested a task force, involving both students and faculty. Jablonski asked if we should also discuss Promotion and Tenure guidelines in this discussion. Harmon asked if we should also be considering what we do with evaluations. Other universities are rethinking what they can and cannot do with them. Senators will discuss this with their faculty.

Transforming General Education (SD1 Task Force): Andrew Gay

- SD1 challenges us to transform education, and it is our responsibility as faculty to own that. Gay wants to appoint a task force to research general education and work on it in relation to SD1. Walsh noted that accreditors had noticed that our general education requirements were large in comparison to other institutions. Discussion of general education ensued. Does it have to be one size fits all? What are other options? Student experience is really what is at the center of this re-examination. Ayers added that we have 275 courses, and should examine if they are the right ones. Discussion continued about how students perceive our general education requirements. The discussion will continue, and Gay's suggestion of a new task force to address this issue will be discussed further.

Announcements/New Business

- Kurutz asked if the agenda went out and if senators could get minutes earlier. Anderson agreed to try to get them out in a week. Senators can also watch the video once available if they want more information.

- Thatcher said that OAL had 2 simultaneous expeditions this summer. 6 Students bike packed 32 days from the Black Sea to the Caspian Sea, while 18 were in the Himalayas. OAL has done a lot of innovation in the curriculum and has had the entire institution behind what the students are doing. We need to tell our story and get it out there!

Meeting adjourned at 5:27 pm.